

**Tommy G. Thompson**  
Governor

**Linda Stewart, Ph.D.**  
Secretary

**Gene E. Kussart**  
Division Administrator



**State of Wisconsin**

**Department of Workforce Development**

**WORKFORCE EXCELLENCE**  
**Migrant Services Bureau**

201 East Washington Avenue  
P.O. Box 7972

Madison, WI 53707-7972

Telephone: (608) 266-7426

Fax: (608) 261-8506

<http://www.dwd.state.wi.us/>

e-mail: [DWDDWE@dwd.state.wi.us](mailto:DWDDWE@dwd.state.wi.us)

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# **LABOR ALERT**

## **Subject: Recruitment**

The Bureau of Migrant Services has been asked by several migrant employers to define "What constitutes recruitment?" as found in Sec. 103.915 of the Migrant law. Section 103.915 requires persons who hire and recruit migrant workers to issue a Worker Agreement at the time of recruitment or at the commencement of employment, whichever is earlier.

In the past, some employers who have recruited migrant workers have not issued Worker Agreements until the worker arrives in Wisconsin rather than at the time of recruitment. This practice is in violation of the Migrant Law.

Also, migrant workers who come to Wisconsin of their own accord and who are offered employment, must be given a Worker Agreement at the time of the job offer whether the job is due to commence immediately or at a later date.

The Bureau's Enforcement Policy is that if a migrant worker is offered employment by telephone, correspondence, recall notice due to union contract and/or personal contact, this will be deemed as recruitment, and a worker agreement must accompany the job offer. When the recruitment is by telephone, the written worker agreement should be furnished as soon as reasonably possible.

Inquiries may be directed to Mateo Cadena, Director of Migrant Services  
at 608-266-0002